

Assistant Head teacher (AHT) with responsibility for Inclusion	Essential= E Desirable=D	E	D
Qualifications & Training			
▪ Good Honours Degree		✓	
▪ Qualified teacher status (QTS) – DfE recognised with at least 5 years' experience		✓	
▪ NASENCO qualification, or desire and commitment to undertake this			✓
▪ Commitment to ongoing research into teaching and learning and school improvement		✓	
▪ Higher degree qualification			✓
Leadership Experience and Skills			
▪ Successful classroom teacher with proven leadership of impacting positively for SEND		✓	
▪ Knowledge of strategies to support and improve standards of quality first teaching		✓	
▪ Experience of identifying, providing, monitoring and evaluating teaching strategies for students with known barriers to learning		✓	
▪ Leadership in raising standards of learning and teaching in one or more key stages		✓	
▪ The ability to challenge, influence and motivate others		✓	
▪ Evidence of leadership success in curriculum or learning or teaching.		✓	
▪ Experience of working with a Governing Body.			✓
▪ Strong analytical skills and an ability to interpret both quantitative and qualitative data		✓	
▪ Excellent interpersonal and communication skills, both written and spoken		✓	
▪ Excellent time management and organisational skills		✓	
▪ Leads by example with positivity and enthusiasm		✓	
▪ Experience and understanding of the need to hold others to account		✓	
▪ Ability to work independently, take initiative and manage change		✓	
▪ Ability to coach and mentor individuals to achieve specific outcomes.		✓	
▪ At least five years varied teaching experience, preferably in more than one school and more than one key stage			✓
▪ Experience of working with 'hard to reach parents/carers'		✓	
▪ Experience of working with a range of outside agencies		✓	
▪ Confident user of ICT and school based systems		✓	
▪ Experience of multi-agency working			✓
Experience			
▪ Experience of having led and managed a team of people		✓	
▪ Experience of leading performance management processes.			✓
▪ Substantial and successful experience of leadership, within a SEN(D) team or subject leadership		✓	
▪ Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the school's resources and the individual child		✓	
▪ Experience of having led, or significantly contributed to, whole- school initiative/s		✓	
▪ Experience of promoting school activities within a community.			✓
▪ Experience of developing parental engagement to support children's learning.			✓
Professional Values and Personal Qualities			
▪ Knowledge of relevant legislation and the new code of practice		✓	
▪ Thorough grasp of current educational issues, in relation to SEND and this post			✓
▪ Has a clear commitment to fully inclusive education with high expectations of everyone		✓	
▪ Commitment to improving outcomes for children – aspiring to strive for excellence, for all		✓	
▪ Commitment to the personal welfare and safeguarding of all children		✓	
▪ A desire to continue to learn and develop within the professional role		✓	
▪ Passionate about supporting, motivating and inspiring learners and their families		✓	
▪ Ability to lead, motivate, support and positively influence others		✓	
▪ A strategic thinker who is creative and imaginative		✓	
▪ Stable and supportive with stamina, energy, confidence and emotional intelligence		✓	
▪ Shows consistency of judgement and high integrity		✓	
▪ Excellent time management skills and an ability to prioritise and complete tasks		✓	
▪ Resilient, positive and calm – uses networks to seek advice and support		✓	